

8th September 2023

Dear Applicant,

Thank you for your interest in the post of Class Teacher at Riverside School.

We look forward to receiving your application form and supporting statement, which should demonstrate how your qualifications, experience, skills and qualities support your application. This should be no more than two sides of A4.

Riverside School is committed to providing equality of opportunity and safeguarding and promoting the welfare of children and young people and we expect all staff to share this commitment. The post-holder will be required to adhere to the school's safeguarding procedures and policies and exemplify the school's values. All appointments will be subject to receiving satisfactory references; a full DBS check clearance and satisfactory health clearance.

The closing date for applications is 12pm on Monday 2nd October, with interviews scheduled for the week beginning 9th October 2023.

For further details and an application form, please visit the Working at Riverside section of our website www.riversideschool.org.uk or contact the School on 01689 870519. Please send completed forms to recruitment@riverside.bromley.sch.uk and if sending electronically, please add an electronic signature. Alternatively, you can send by post to:

Naomi Walters
School Business Manager
Riverside School
Main Road
St Paul's Cray
Orpington
Kent BR5 3HS

We very much look forward to hearing from you.

Yours sincerely,



Steve Solomons
Headteacher

Required January 2024

Due to recent and future planned expansion, we are delighted to be recruiting to the following positions, which could be based at any of our four sites:

Class Teachers

MPS / UPS (Outer London weighting) plus 1 or 2 SEN points, dependent on qualifications and experience.

Closing date: 12pm on Monday 2nd October; **Interviews:** Week beginning 9th October 2023.

Are you ready to play your part in transforming the lives of children with complex needs and the lives of their families? Do you have the passion, resilience and dedication to enable our pupils to find true fulfilment? If so, we'd love to hear from you. Riverside is a highly-regarded school for children with severe and complex learning difficulties, many of whom are on the autistic spectrum. We welcome applicants from a range of backgrounds and experiences, including Early Career Teachers and we have a strong track record of supporting teachers new to special education.

We are a forward-thinking and innovative all-age (3-19) special school with a diverse population: our 350 pupils are based on four sites, St Paul's Cray, Beckenham, West Wickham and Phoenix (Bromley), in the London Borough of Bromley. Pupil, family and staff engagement is extremely important to us and we strive to involve the whole school community in making Riverside the most incredible place for our pupils to learn and our staff to work. We aim to provide the kind of specialist education and opportunities that our families want and our pupils deserve. We stand together to promote inclusion and celebrate diversity so that everyone in our school community feels a true sense of belonging.

Our core values are at the heart of everything we do:

Aspiration Resilience Creativity Humility Integrity Trust Enthusiasm Courage Teamwork

They make up the acronym ARCHITECT to signify our passion for designing and building a school that will make an indelible mark on the world for generations to come; a school that will impact positively on everyone who enters, on people we may never meet, and in ways we may never know. We see our pupils' time at Riverside School as just the first part of their journey and we want them to leave us at the age of 19 as confident, lifelong learners. We also want them to remember their time with us with great affection, with memories of life-enriching experiences and enduring relationships.

If you are interested in more than one post currently being advertised, please indicate this on your application form and if you would like an informal discussion about this or any other post, please feel free to telephone Steve Solomons, Headteacher on 01689 870519. We are happy to facilitate school visits prior to shortlisting and we look forward to hearing from you.

LONDON BOROUGH OF BROMLEY



Job description

Class Teacher

This job description is generic to all teachers working at Riverside School. Teachers could be based at any of our four sites: Riverside St Paul's Cray, Riverside Beckenham, Riverside West Wickham or Riverside Phoenix.

Specific responsibilities:

- to plan and assess pupils' learning in accordance with the school's comprehensive curriculum and assessment frameworks.
- to utilise a range of teaching approaches in order to maximise pupil achievement.
- to create an exceptional climate for learning within the classroom and apply the requisite classroom leadership and management strategies to achieve this.
- to understand that pupil dysregulation is always a form of communication and to respond analytically and creatively at times of heightened anxiety.
- to establish and maintain a positive regard towards both pupils and staff.
- to work as a member of a team, planning co-operatively, sharing information, ideas and expertise.
- to consult and plan with outside agencies, as appropriate.
- to establish excellent relationships with families to promote pupils' learning and holistic development.
- to organise and maintain a stimulating classroom environment appropriate for the range of activities taking place and the specific needs of the pupils.
- to ensure that resources are organised and readily available to promote learning.
- to keep records of pupils' progress and track and report achievement in line with school systems and statutory requirements.
- to continually reflect upon and refine professional practice according to school's professional learning policies.
- to lead at least one key area from the School Development Plan (dependent on individual strengths and interests).

General responsibilities:

- The education and welfare of designated classes or groups of pupils in accordance with the requirements of Conditions of Employment of School Teachers, having due regard to Riverside School's values, vision, mission, aims, objectives and school policies.
- To share in the corporate responsibility for the wellbeing of all pupils.
- To carry out any reasonable instructions given by the Headteacher.

Safeguarding

Riverside School is committed to providing equality of opportunity and to safeguarding and promoting the welfare of children and young people. There is an expectation that all staff share this commitment. The postholder will be required to adhere to the school's safeguarding procedures and policies and be seen to actively promote them in all aspects of their work.

Equal Opportunities

Riverside School takes its duty to eliminate unlawful discrimination, harassment and victimisation seriously. All staff are expected to share this commitment and foster good relations between different groups and treat all people associated with the Riverside School community with dignity and respect at all times.

Health and Safety

All staff are required to work in accordance with the School's Health and Safety policies and under the Health and Safety at Work Act (1974), ensuring the safety of all parties they come into contact with. In order to ensure compliance, procedures should be observed at all times under the provision of safe systems of work and including such information, training instruction and supervision as necessary to accomplish those goals.

General notes

- Job descriptions are subject to review.
- The responsibilities listed above are the basic essentials of the post; it is always open to the post-holder to propose ways of extending these responsibilities.

Person Specification for the Post of Class Teacher at Riverside School

Qualifications
Qualified Teacher Status.
Experience
Experience of teaching or supporting pupils with additional needs (in current / previous posts or on teaching placement).
Professional Skills
Evidence of exciting and engaging classroom practice. Evidence of innovative and creative collaborative work with colleagues. Evidence of successful multi-agency working. Proven ability in working successfully as part of a staff team. Evidence of knowing how to evaluate one's own strengths and areas for development. Evidence of high levels of professionalism within a challenging environment. Evidence of successful and personalised work with families. Evidence of effective delegation to support staff. Ability to maintain confidentiality at all times.
Leadership and Management
Evidence of successful experience in a leadership role. Proven ability to support, challenge, develop and lead teams successfully. Evidence of successful experience of developing initiatives and managing change. Proven ability to lead and develop other staff through the modelling of exemplary teaching practices. Evidence of effective contribution to School Improvement Planning processes. Evidence of effective contribution to school self-evaluation. Evidence of high personal performance within a challenging environment. Evidence of innovative and creative work with families. Evidence of effective delegation to staff and effective follow-up to ensure tasks are completed well. Evidence of holding others to account for performance and improved outcomes.
Knowledge
Knowledge of recent curriculum and assessment developments for children with SEN. Knowledge of child development as this pertains to effective teaching and learning. Knowledge of approaches that can be applied successfully with pupils with additional needs. Knowledge of how to provide effective pastoral support for pupils. Knowledge of how to promote advocacy skills in children and young people with additional needs. An interest in educational and leadership research.
Personal Skills
Proven ability to: Generate enthusiasm for new ideas in both pupils and staff. Inspire others with confidence. Communicate effectively to groups and individuals, Demonstrate a flexible approach to a variety of issues and a willingness to listen to others. Analyse situations, to prioritise and to help to implement realistic solutions. Provide advice and guidance to families in a positive and clear manner. Remain calm when working under pressure.
Philosophy
Commitment to the provision of high quality education for all pupils. Expectation of high pupil achievement. Evidence of understanding and commitment to Equality of Opportunity. Respect for pupils' individual differences. Commitment to family partnership in education and developing links between school, home & community.